



Changing the Relationship

A Summary of GNWT Actions to Respond to the Calls for Justice



Culture and Language

Education, Culture and Employment

1. Seek a renewed Canada-NWT Agreement on Indigenous Languages to revitalize language communities and service delivery for the nine Official NWT Indigenous languages.
 2. Review and renew the *Official Languages Act* Guidelines for the delivery of services in the NWT's 11 official languages to the public including translation of signs and documents, interpretation, and service delivery in the Official Indigenous languages.
 3. Graduate students with an understanding of the history and legacy of residential schools, including the impact it has on students and families today, and the realities of inter-generational trauma and colonization.
 4. Renew the NWT Junior Kindergarten to Grade 12 curriculum to ensure an alignment with NWT Indigenous perspectives, culture, and languages.
 5. Expand the Northern Distance Learning Program to ensure students in small community schools, most of whom are Indigenous, have equitable access to higher-level academic courses at the high school level.
 6. Implement the new mandatory curriculum for JK-12 Indigenous language instruction within all NWT schools.
 7. Support schools to create learning environments that centre, respect and promote the Indigenous worldviews, cultures, and languages of their community.
 8. Establish an Indigenous Knowledge Holders Council to foster success of Indigenous students and staff, and the overall success of Aurora College as it transforms into a Polytechnic University.
 9. Complete a review of all college programs starting with the Social Work Diploma and Bachelor of Education programs.
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Finance

10. All GNWT employees will complete Indigenous Cultural Awareness and Sensitivity Training and be aware of the impact of colonization, their collective role in reconciliation; and have the tools to become culturally competent.
11. Develop an Indigenous Recruitment and Retention Framework designed to recruit and retain Indigenous employees, address bias, racism, and discrimination throughout the staffing process, and improve cultural competency in the public service.
12. Partner with Indigenous governments to build capacity through an employee secondment program.
13. Complete a review of the Affirmative Action Policy in cooperation with Indigenous governments and with the goal of achieving a truly representative public service.
14. Deliver anti-racism and allyship training and resources for employees to support a diverse and inclusive workplace.

Culture and Language

Health and Social Services

15. Offer 2SLGBTQIA+ Inclusive Workplace Awareness Training to GNWT employees.
16. Develop a Cultural Safety and Anti-Racism Training Framework to tackle systemic anti-Indigenous racism within the Health and Social Services system.
17. Develop an engagement toolkit and training for staff to improve and promote respectful processes for engaging Indigenous communities in decision-making across the health and social services system.
18. Lead a system wide shift towards a culturally safe and relationship-based health and social services system.
19. Address inequities experienced by Indigenous residents when accessing health and social service in partnership with Indigenous governments through an Indigenous Advisory Body.
20. Establish Indigenous Patient Advocates in NWT Acute Care Units and an Office of Indigenous Client Experience.
21. Eliminate “either-or” gender option on health forms and include gender-inclusive, gender-neutral, or non-binary options.
22. Promote the tradition of custom adoption.
23. Develop culturally informed Foster Care Practice Standards.
24. Transform Child and Family Services to improve services and supports for Indigenous children, youth, and their families through a cultural safety approach.
25. Support the inherent right of self-government, including jurisdiction in relation to Child and Family Services.

Environment and Natural Resources

26. Support communities to access cultural knowledge by connecting with their land, culture, languages, and traditions.
27. Work collaboratively with GNWT departments to develop an Indigenous Knowledge Action Plan and update the Traditional Knowledge policy, to account for the UN Declaration, as required.
28. Support families and youth in land-based activities.
29. Preserve areas of cultural importance to Indigenous peoples through establishing and maintaining territorial protected areas.
30. Identify potential resources, partnerships and programming that will support community-driven harvesting programs.

Executive and Indigenous Affairs

31. Prioritize Gender and Diversity in budgets, policies, and programs.
32. Empower and encourage Indigenous and northern women to pursue political leadership roles through the implementation of a new “Made in the North” curriculum for Campaign Schools for Women
33. Establish a meaningful entity with accountability to monitor and evaluate the acknowledgement by governments, efforts towards rebuilding trust and establishment of and outcomes from community and person-centered government services.
34. Provide core and sustainable funding for regional Indigenous and Women’s organizations
35. Make funding available to support programs for Indigenous women and 2SLGBTQQIA+ people
36. Address the federal funding gap for Métis local councils and Métis Health Benefits

Health and Wellness

Health and Social Services

38. Build a permanent Wellness and Recovery Centre to provide shelter, consulting, and community wellness spaces.
39. Reflect emerging changes in the health care for transgender, non-binary, and gender nonconforming people.
40. Address facility-based addictions treatment needs.
41. Provide community-based, culturally safe counselling and addictions recovery support to all residents.
42. Establish stable, multi-year funding agreements for Indigenous-led, culturally safe, community-based mental health and addictions programs, including aftercare.
43. Establish community-based, culturally relevant transitional housing options in the NWT.
44. Increase access to addictions recovery peer support programming in communities.
45. Establish a Suicide Prevention and Crisis Response Network with a focus on community-based prevention, improved intervention, and a timely and coordinated response in the event of a crisis.
46. Develop an NWT Managed Alcohol Program to reduce harm for people with severe alcohol dependence and chronic homelessness.
47. Develop a model for the provision of Medical Detox across the NWT to ensure that residents have access to both in-hospital and in-community level care for their recovery.
48. Provide supplementary support to youth transitioning out of permanent care.
49. Support Indigenous-led priorities for community wellness funding through updated community wellness plans.
50. Address cultural safety and relationship-based care issues in primary care that lead to health disparities and systemic barriers for Indigenous people and communities.
51. Establish a Territorial Midwifery Program in order to support a child-focused and family-centered approach to improving early childhood development indicators.
52. Support access to culturally safe and relationship-based care across the Early Childhood Development system from prevention to intervention.
53. Deliver Indigenous centered parenting programs.

Health and Social Services and Education, Culture and Employment

54. Improve early childhood development indicators for all children

Human Security

Northwest Territories Housing Corporation

- 55. Review and renew the mandate, programs, and services of the NWT Housing Corporation in partnership with Indigenous governments.
- 56. Combine appropriate housing solutions and wrap-around service support.
- 57. Support service delivery at NWT Emergency Shelters in partnership with Indigenous governments.
- 58. Shift towards community and Indigenous driven housing solutions through the development of community and Indigenous government led housing plans for every community.
- 59. Develop 100 affordable housing units.
- 60. Address rental instability.

Education, Culture and Employment

- 61. Supports Indigenous and northern women, interested in a career in the trades through the development of a Women in Trades Program.
- 62. Review and renew the Income Assistance program.
- 63. Review and renew the Student Financial Assistance program.
- 64. Support equitable access to culturally relevant early learning and childcare programming.

Infrastructure

- 65. Incorporating gender-neutral washrooms in all new infrastructure builds and major renovations.
- 66. Provide alternative forms of government issued identification to increase security of vulnerable people.

Executive and Indigenous Affairs

67. Develop a whole of government response to family violence that will interrupt the cycle of family violence, change attitudes, and hold perpetrators accountable.

Health and Social Services

68. Reduce poverty across the territory.

Lands

69. Consider safety and security of Indigenous women, girls and 2SLGBTQQA+ people in resource extraction planning, assessment, implementation, management, and monitoring.

Municipal and Community Affairs

70. Provide the public, communities and first responders with effective emergency communications services for access to police, fire, rescue, and medical services when immediate action is required.
71. Ensure compassionate and culturally sensitive by-law enforcement and community safety.
72. Review the GNWT's approach to Indigenous participation in contracting and procurement based on recognition of rights, respect, cooperation, and partnership.
73. Review the GNWT's approach to negotiating Socio-Economic Agreements to increase the success of these agreements for meeting socio-economic objectives, maximizing benefits and increasing opportunities for equity participation with local and Indigenous governments in economic development projects.

Environment and Natural Resources

74. Create equitable opportunities for women and non-binary persons (firefighter training).
75. Increase access to country foods by delivering culturally appropriate harvester support programs.

Justice

Justice

76. Develop missing persons legislation.
77. Provide integrated service support to assist vulnerable people with accessing programs related to justice, health, social services, education, and housing and to help address the overrepresentation of Indigenous people in the justice system.
78. Bridge the gap between community safety needs and the role of the RCMP.
79. Provide multi-year stable funding for Indigenous-led, preventative approaches to support men's healing as a means to reduce intimate partner/family violence.
80. Implement a new correctional model to assist eligible resident inmates in making a change in their behaviour, with a goal to reduce their contact with the criminal justice system and transition back to NWT communities.
81. Assist communities in developing an alternative to the criminal justice system.
82. Develop an enhanced, holistic, comprehensive approach for the provision of support to Indigenous survivors of crime and families and friends of Indigenous murdered or missing persons.
83. Provide survivors of crime with access to information about a convicted offender who is incarcerated.
84. Complete a review of the use of Emergency Protection Orders and how they are supporting people experiencing family violence.
85. Ensure the ability of persons to be able to present evidence and participate in Indigenous language when appearing before the court.
86. Provide access to independent legal services and advice to vulnerable individuals facing the threat of domestic violence.
87. Provide for direct supervision of sentenced women offenders and facilitates holistic healing in a safe, secure environment.
88. Establish independent Community Advisory Board's for each of the NWT's correctional facilities.
89. Help families find information about their missing loved ones.
90. Review and renew specialized courts (Domestic Violence Treatment Options Court and Wellness Court).
91. Implement remote court via telephone or videoconferencing to minimize the impacts of delayed justice to families and communities.
92. Deliver culturally relevant programs to support offender rehabilitation and reintegration.
93. Set policing priorities in partnership with community and Indigenous governments.
94. Support a professional, dedicated and culturally responsive policing service to Indigenous communities.

Other actions

Executive and Indigenous Affairs

- 95. Communications strategy and plan.
- 96. Public engagement on the MMIWG Draft Action Plan.